



# What is BOSS?

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# History of BOSS?

*"With all the emphasis on family programs, have we overlooked the Single Soldier?"*

*SMA (ret) Julius Gates*

- CFSC was tasked to develop programs for Single Soldiers (1989)
- BOSS was developed with an emphasis on recreation
- BOSS program expanded in 1991 to include more aspects of a Soldier's life. Recreation and Leisure, Well-Being and Community Service





# What is BOSS?

A program that supports the overall quality of Single Soldier's lives. BOSS identifies well being issues and concerns and recommends improvements through the chain of command. BOSS encourages and assists Single Soldiers in identifying and planning for recreational and leisure activities.

Additionally,  
it gives Single Soldiers the opportunity to participate in and contribute to their respective communities.





# BOSS Team



Senior Military  
Advisor

MWR  
Advisor

BOSS  
Soldiers





# Senior Military Advisor

- Educate and inform NCO support channel (Liaison)
- Mentor BOSS soldiers (Guidance)
- Approve and support BOSS committee (Visual Support)



*(One of the Biggest supporters of BOSS, SMA Kenneth Preston)*





# MWR Advisor

- Provides MWR Guidance
- Assist w/budget
- Assist w/marketing
- Plan and train BOSS committee members
- Guidance on volunteer program



*(2004 winner of the Felteus Edwards award for MWR Excellence, Marlon Martin)*







# Soldier Representative

- President
- Vice President
- Secretary
- Treasurer
- Brigade/Unit Reps



*(Camp Casey Boss Golf Scramble)*





# Soldier Representative

- Representation
- Committee Work and Involvement
- Be a Resource







# Eligibility

- Single Soldiers of all ranks
- Installations free to expand membership
- Civilians

- Single Parents





# Who is Your Customer?

- Single Soldiers in your unit
  - Consider their wants and needs
- Single Soldier at other Installations
  - Talk to Unit reps from other installations for ideas, suggestions
- Single Soldiers across the Army
  - Are there issues at Fort Belvoir, Virginia that could be Army-wide?





# Benefits to the Command

- Informed of Soldier issues
- Involvement in valuable program
- Recognition
- Soldier readiness
- Soldier retention
- High unit morale and esprit de corps
- Contributes positively to community





# Benefits to MWR

- Establishes a ready-made focus group
- Part of the “MWR” staff
- Gives Soldiers “ownership” in MWR
- Disseminates MWR info to the unit level





# Benefits to Single Soldiers

- Improves soldier morale
- Increase in self-sufficiency
- Integrates soldiers into the community
- Enhances communication "Unified Voice"
- Develops future leaders
- Provides opportunities





# Pillars of BOSS

**Well Being**

**Community Service**

**Recreation/Leisure**







# Well Being

- Well being for single soldiers deals primarily with those things that the single soldier can directly or indirectly influence to enhance their morale, living environment, and personal growth/development.
- Issues identified or raised during the BOSS meetings
- If an issue can not be resolved, it will be coordinated with the Army Family Action Plan (AFAP) office for format, content and authentication.





# Well Being Criteria

- Issues represent concerns of the installation single soldier rather than a few individuals.
- Issues contribute positively to the Army goal of readiness and retention of quality soldiers.
- Resolution of the issues are judged attainable after weighing fiscal and manpower requirements against current available resources.
- When well being issues do not meet these criteria:





# Processing issues

- Research
- Recommendation
- Documentation DA 7380-R





INSTALLATION QUALITY OF LIFE ISSUE				
1. ISSUE		2. DATE		
3. SCOPE				
4. RECOMMENDATION				
5. ACTION TAKEN				
6a. BOSS PRESIDENT		6b. BOSS PRESIDENT PHONE NUMBER		
7. INSTALLATION CSM		8. MWR ADVISOR		
9. EXTERNAL COORDINATION (if necessary)				
a. ACTIVITY	b. CONCUR		c. INITIALS	d. DATE
	YES	NO		
10. DCA				
11a. CG RECOMMENDATION			11b. DATE	
<input type="checkbox"/> Approval <input type="checkbox"/> Disapproval <input type="checkbox"/> Other				
12. AFAP (if necessary)				

DA FORM 7380-R, MAR 97





# Community Service

- BOSS counsels may elect to participate in community programs or projects, which make a difference in the lives of others, the community and ultimately themselves. This service will be voluntary in nature and in accordance with the installation volunteer program. The program can be implemented in support of existing or established volunteer programs, or programs developed by the BOSS council.





# Community Service

- Become involved in community
  - Opportunity to gain experience
  - Save installation money
  - Honorable and good thing to do
  - Volunteer Hours (Recognition and Awards)
- NOTE: Community Service is important and should be a major focus of the BOSS program, this is **not** to say that the BOSS program is now a source of FREE labor.







# Community Service

- Voluntary in nature
- Support existing volunteer programs
- Integrates Soldiers into the community
- Efforts include:
  - Visits to Veteran's Homes
  - Support JROTC/Scouts
  - Deployed Soldier's program
  - Mentorship in the schools
  - Adopt-a-real estate
  - Special Olympics





# Recreation/Leisure

- Activities may be planned solely by BOSS Council or in conjunction with other MWR activities.
- Soldiers will assume the primary role in planning BOSS events. Events should be planned that meet the needs and desires of the Single Soldier.
- BOSS representatives should solicit ideas from their unit single soldiers and share those ideas at council meetings.
- Events will be coordinated with the MWR advisor.





# Recreation/Leisure

- Target audience
- Timing
- Location
- Sponsorship
- Keep records
- Marketing
- Financial
- Alcohol
- AAR





# Recreation/Leisure

- White Water Rafting
- “Battle of Bands” Competition
- 3 on 3 Basketball tournament
- Club activities/Special events
- Fashion shows/Talent contests
- “Fright Night 2004”
- Single Soldier Day
- Chili cook-off
- Single Soldier Holiday dinner
- BOSS Golf Scramble





# Program Challenges

- Marketing BOSS properly
- Education/Training on the BOSS program
- Keeping Soldiers motivated and involved
- Including Leadership in processes





# Program Myths

## BOSS:

- Circumvents the Chain of Command
- Substitutes for Chain of Command
- Sets Policy
- Operates as a private organization







# BOSS Suggestions

- Teach at Command Information Classes/Training
- Involve BOSS in unit functions, events, groups
- Keeps Command informed of issues
- Invite 1SG/CDR to BOSS meetings
- Make BOSS announcements at formations





# BOSS Suggestions Cont.

- Route BOSS mtg. minutes thru 1SG up to CDR
- Bulletin board/suggestion box in Company area
- Choose outstanding Soldiers as BOSS Rep.
- Allow BOSS reps to speak at functions
- Allow representative to be active in problem solving of unit level issues





# Tactics

- You are a role model
  - Be dedicated, responsive, personable
- Invite new Soldiers to events
  - Show opportunities; understand their needs
- Command Motivation
  - Invite as guest speaker; recognize avid supporters
- Program motivators
  - BOSS: office, hotline, meetings, events, workshops
- Meetings
  - Ice breakers, theme meetings, incentives, keep control
- Rewards and Awards
  - Volunteer, BOSS bucks, PCS awards





# CFSC Initiatives

- DA BOSS Rep – 2 year tour
- BOSS eZine on [www.armymwr.com](http://www.armymwr.com)
- Incorporate BOSS Circular into AR
- BOSS Action Team, Spring, 2005, Fort Lewis, WA
- Design and implement Army-wide events
  - “Military Idol”
  - Scion Slam ‘n Jam
- Assist with installation and Regional workshops
- Develop an informational video





# Questions / Comments

